

NEWPORT NEWS



PUBLIC SCHOOLS

College, Career and Citizen-ready

The Strategic Plan



2012-2013

Strategic Action:

Advancing the Academic Agenda

2010–2013

Today's kindergartners will be retiring in the year 2070. Who knows exactly what that world will look like? So, each day in Newport News Public Schools we focus on one mission: ensuring that all students graduate college, career and citizen-ready. To this end, the experiences in our smart, safe schools prepare students for their roles as a learner, a future employee and a contributing citizen in the 21st century.

College Ready – Students as Learners

The job market of the 21st century will require employees to successfully complete some post-secondary education. This is why we are committed to giving all Newport News students access to coursework and experiences that will guarantee their readiness for all post-secondary options.

Career Ready – Students as Employees

Many of the jobs for our graduates have yet to be created. To prepare for a future that is unpredictable requires a focus on skills and experiences to be a successful employee no matter what career pathway they choose. All Newport News students will graduate with an electronic portfolio, internship or job shadowing experience and connections with employers in our community.

Citizen Ready – Students as Citizens

Thriving communities need citizens who can and will contribute their time and talents by lending their service. Newport News Public Schools provides the supports and opportunities necessary to foster these citizenship skills. Our emphasis on youth development and leadership builds and encourages school and community involvement. Students are expected to join a school club, organization or athletic program to give them a vital connection to school and to practice skills necessary for productive citizenship.

To realize the vision of college, career and citizen-ready graduates in NNPS, the Academic Agenda for 2010-2013 includes three benchmarks for student achievement and development:

Benchmarks

Achievement

Student success as measured by satisfactory test scores meeting state and national standards

Advancement

Student success as measured by exemplary academic performance which exceeds state and national standards

Youth Development

Student success as measured by appropriate behavior and engagement in academics and activities

These benchmarks outline the expectations that will serve as a framework to guide our work through 2013.

Smart, Safe Schools!

Achievement

Achievement is defined as student success as measured by proficient academic performance meeting state and national standards.



Measures	Baseline 2007-2008	Results 2009-2010	Results 2010-2011	Results 2011-2012	Progress
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SOL Proficiency

Students will earn a passing score on the Standards of Learning tests.

English	81.8%	83.2%	80.8%	83.7%	2.9
Math	76.1%	77.5%	78.6%	57.8%	-20.8 (new test)
Science	81.2%	81.9%	83.2%	86.4%	3.2
History	82.9%	80.6%	75.5%	77.3%	1.8

SOL Pass Advanced

Students will exceed standards and earn a pass advanced score on the Standards of Learning tests.

English	31.0%	26.4%	27.7%	23.0%	-4.7
Math	28.0%	29.7%	29.0%	5.6%	-23.4 (new test)
Science	19.0%	20.0%	18.5%	20.6%	2.1
History	30.0%	31.9%	19.9%	17.7%	-2.2

Advanced Diplomas

Students will pursue an advanced studies diploma which requires additional coursework in mathematics, science, history, and world language.

41.0%	41.4%	43.9%	46.5%	2.6
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On-Time Graduation

Students will graduate from high school in four years.

72.9%	76.7%	80.7%	82.9%	2.2
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Advancement

Advancement is defined as student success as measured by exemplary academic performance which exceeds state and national standards.



Measures	Baseline 2007-2008	Results 2009-2010	Results 2010-2011	Results 2011-2012	Progress
Algebra I and Above Completion by Eighth Grade Student will enroll in and successfully pass Algebra I or higher by eighth grade.	43%	40%	45.9%	43.3%	-2.6%
Four Years Science/Mathematics High school students will enroll in and successfully pass four years of coursework in science and/or mathematics	65%	66%	62.0%	60.0%	-2.0%
Honors/Advanced Course Completion Every high school student will enroll in and successfully complete one or more honors or advanced placement courses.	77%	78%	75.0%	83.0%	8.0%
Graduates with a GPA of 3.0 or higher Students will graduate with a grade point average of a 3.0 or higher.	33%	32%	33.6%	33.5%	-0.1%
Certifications/Dual Enrollment/Internships To be successful after graduation, students will earn an industry certification, enroll in at least one college-level course, or participate in an internship while in high school.	New	47%	741/512	861/435	120/-77
Electronic Portfolio (grades 6-12) Students will create an electronic portfolio which will showcase their readiness for college, careers and citizenship.	New	New	Pilot Implementation	19.0% Estimated	N/A

Youth Development

Youth Development is defined as student success as measured by appropriate behavior and engagement in academics and activities.



Measures	Baseline 2007-2008	Results 2009-2010	Results 2010-2011	Results 2011-2012	Progress
Club/Activity Participation Students will participate in at least one school club, activity, or sport.	31.0%	57.0%	65.6%	70.4%	4.8%
Attendance <i>(attending more than 90% of year)</i> Students will attend school regularly.	80.0%	85.1%	86.4%	87.7%	1.3%
Discipline Referrals <i>(less than 3 per year)</i>	91.9%	92.8%	93.3%	92.6%	-0.7%
Discipline Referrals <i>(more than 8 per year)</i> Students will avoid negative behaviors and actions.	0.8%	0.9%	0.8%	1.1%	0.3%

Support Systems for the Academic Agenda

Achieving the Academic Agenda for students requires a systemic, connected plan. To this end, the Board affirmed five **strategic supports** that are necessary to achieve success within the student benchmarks: **quality curriculum, accountability systems, employee expertise, financial resiliency, and community connections**. Within each of these **strategic supports** NNPS will implement initiatives that will guide the work of the school division.



smart, safe schools!

Strategic Supports:

Actions to Support Our Work

Support: Quality Curriculum

The 21st century is changing our way of life more rapidly than can be comprehended. We have entered an information age that challenges instructional leaders to develop a new process for learning. NNPS will advance the Academic Agenda by providing the structures, resources and experiences necessary to ensure all students graduate college, career and citizen ready through:

Quality
Curriculum

- ✧ A curriculum that improves achievement, promotes effective teaching strategies and engages students in meaningful, authentic and rigorous work
- ✧ A comprehensive assessment system that reflects demonstration and mastery of NNPS indicators of student success
- ✧ The integration and utilization of supportive technology

Support: Financial Resiliency

Resilient school divisions evolve their planning process as needed to address new issues, keep up with best practices, and anticipate the changing needs of the organization created by economic conditions, community expectations, and state and federal regulations. NNPS will advance the Academic Agenda by ensuring long-term success by aligning current and future resources with the district's mission through:

- ✧ Financial literacy for staff to identify, analyze and develop strategies to address issues
- ✧ Long-range planning
- ✧ Adoption of best business and operational practices
- ✧ Community awareness of NNPS fiscal management








Employee Expertise





Support: Employee Expertise

Dynamic school divisions employ and develop highly qualified people because employee expertise is crucial to organizational growth and student achievement. Capable and qualified employees perform effectively and efficiently and produce results. Therefore, NNPS will advance the Academic Agenda by ensuring that all employees are equipped with the skills necessary to meet or exceed performance expectations through:

-  The systemic and purposeful recruitment, selection, induction, and placement of a diverse workforce
-  Practices that provide employee development, growth, and advancement opportunities and promote retention and loyalty
-  Quality teaching standards and an employee performance assessment process for timely and constructive feedback

Support: Accountability Systems

Meeting the rigorous expectations of 21st century teaching and learning will require an accountability system that supplies accurate and timely data to teachers and leaders and enables immediate analysis for achievement and advancement. NNPS will advance the Academic Agenda by effectively utilizing divisionwide data through:





-  A 21st Century information management system to manage division records and data processes
-  Data literacy education to advance learning
-  Standards-based reporting to identify skill mastery
-  Program review process to ensure program effectiveness and resource efficiency



Accountability Systems

Support: Community Connections

Providing a quality education for all students is a collaborative effort that families, students and the community share to support student achievement and outcomes for success. NNPS will advance the Academic Agenda by building partnerships to increase community confidence, advance student opportunities, and keep the public informed through:

-  Two-way communications with district families, employees, and the community
-  Brand and market school programs and initiatives
-  Exemplary customer service practices
-  Opportunities for community involvement that advance student learning and development



Community Connections



The Strategic Plan:

Portfolio Projects for 2012-2013

The Academic Agenda

- ★ Central Office-School Partnerships
- ★ Standards of Effective Teaching
 - ★ Early Education
 - ★ MS Effective Teaming
 - ★ HS *College, Career & Citizen-Readiness*
 - ★ Early College

Employee Expertise

- ★ Recruitment/Selection/Induction Framework
 - ★ STEM Staffing & Development
- ★ NN School Office Staffing Structure
- ★ Administrator Development & Evaluation Process

Quality Curriculum

- ★ Integrated Curriculum: Grades 4 & 9, & STEM
- ★ Framework for Formative Assessments
- ★ Evolving Classroom Technology: Virtual Learning

Community Connections

- ★ STEM Summer Academy (Science, Technology, Engineering and Mathematics)
- ★ Early Career
- ★ Marketing and Branding Plan

Academic Agenda

College, Career and Citizen-Ready
Achievement
Advancement
Youth Development

Financial Resiliency

- ★ Program-Based Budgeting
- ★ STEM Facility Planning
- ★ Textbook Inventory System Implementation
- ★ New Applicant Tracking System Implementation

Accountability Systems

- ★ *College, Career & Citizen-ready* Skills on Student Report Cards
- ★ Student Information System
 - ★ Data Literacy Supports
 - ★ Elementary Electronic Gradebook

The complete Agenda for Public Education can be viewed at www.nnschools.org/superintendent/agenda.pdf